

Spectrum Initiative from the American Library Association –

New Faces, New Era

Established in 1997, the Spectrum Initiative is the American Library Association's national diversity and recruitment effort designed to address the specific issue of underrepresentation of critically needed ethnic librarians within the profession while serving as a model for ways to bring attention to larger diversity issues in the future.

mission

Improving service at the local level through the development of a representative workforce that reflects the communities served by all libraries in the new millenium.

method

Scholarships, fund-raising, recruitment, mentoring, leadership and professional development.

Scholarships

The Spectrum Initiative's major drive is to recruit applicants and award scholarships to American Indian/Alaska Native, Asian, Black/African American, Hispanic/Latino or Native Hawaiian/Other Pacific Islander students for graduate programs in library and information science. The ALA Spectrum Scholarship provides \$5,000 scholarships to a number of eligible recipients each year. Today's librarian is an information specialist, Internet guide, reader's advisory, social advocate, community leader, technology expert, nonprofit manager, change agent, culture keeper and much more. That's why a career as a librarian appeals to a broad spectrum of people--now more than ever.

General application information can also be found on the Spectrum Information hotline at 1.800.545.2433 ext. 4276.

Fund-raising

Librarians are strengthened by the embodiment of their ideals, their commitment to diversity, to peoples of every walk, every experience, every history, every land. These are the people we serve. These are the people we are. The Spectrum Initiative actively works to bring diversity to life in libraries throughout North America. Your support of the Initiative and your contributions to building the Spectrum endowment to a level where it can sustain scholarships into perpetuity sends a powerful message that librarians and libraries care about diversity, education and equal access to information for all.

Recruitment

The Spectrum Initiative aims to reach an audience much larger than the recipients of the scholarships. By establishing a diversity initiative of this scope and size, the American Library Association wants to show the library profession, the public, and potential recruits from underrepresented groups that this Association values the diversity of its members and future librarians everywhere. Spectrum is but one model of the ways in which professional associations, universities, organizations, communities and individuals can work together to strengthen the diversity of a particular field.

Mentoring, Networks & Professional Development

The profession's support of the Spectrum Initiative has been amazing. From special internship and residency opportunities to complimentary conference registrations, from formal mentoring programs to access to ALA leadership, from invitations to serve on division committees to matching scholarships from library schools, the Spectrum Scholars have received tremendous access to all forms of mentoring relationships and professional networks through their designation as Scholars. Spectrum connects new library students to the full spectrum of support.

For more information on the ways in which library schools, ALA leadership, divisions and affiliates and other organizations have created opportunities for the Spectrum Scholars, please visit the Mentoring & Networks portion of this website.

Leadership Development - The Spectrum Leadership Institute

As part of the scholarship award, Spectrum Scholars participate in a three-day leadership institute after they complete a full year of graduate study as a scholar.

For information on the distinguished Spectrum Scholars, please view the [Scholar Information](#) portion of the website! You can reach the Office for Diversity, which administers the Spectrum Initiative, by emailing diversity@ala.org or calling 1.800.545.2433 ext. 4276.

<http://www.ala.org/spectrum>